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SENATOR MAXWELL: Correct.

SENATOR BROMM: Okay. Thank you.

SENATOR CUDABACK: Thank you, Senator Bromm. Those wishing to speak to the Maxwell amendment are Senators Baker, Kremer, Raikes, Redfield, Vrtiska, Schimek, Erdman, Stuhr, Beutler, Tyson and Hilgert. Senator Baker, on the Maxwell amendment.

SENATOR BAKER: Thank you, Mr. President and members of the Legislature. I want to back up a little bit and look at how we got where we are today. I think most of us in this body at one time or another served on a school board, local school board, and I...I agree with one of the other speakers, I don't remember now who it was. I guess maybe it was Senator Raikes mentioned they had several options here and I don't believe that this is a state problem. I believe this is a local board problem. We have to look at compensation package here. We are talking about salary, salary, salary. When we back up and see how we got here, it's been that the teachers have typically taken increased money into their compensation package as benefits, and the boards have agreed with this. I served on I don't know how many negotiation teams over the years and, typically, the teachers who were negotiating were the teachers, the more experienced teachers that had been there a number of years. They were on the bottom right hand corner of the salary index and they were willing to take those increases in pay and in compensation in the package as insurance benefits and retirement benefits. And the boards went along. We said, fine, we'll pay you this way because it saves us the 7.65 percent share of the Social Security and Medicare. It put more total benefits into the pockets of the teachers. It wasn't in salary, it was in insurance, it was in deferred retirement. Insurance, of course, is tax free. Deferred re...the retirements are tax deferred. Not a bad decision if you are on the bottom right hand or you have any experience and a master's degree and that's where you are in the salary schedules, toward the bottom right. The new teacher is very, very seldom represented on the negotiations team. I don't recall of having a new teacher on it. Quite often they hadn't been hired yet when we negotiated for the